

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

THE MINIMUM WAGES ACT, 1948 - Revision of minimum rates of wages payable to employees in the employment in "ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED under clause (M) of SECTION 2 OR a place declared under SECTION 85 OF THE FACTORIES ACT OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948" In Part-I of the Schedule of the Minimum Wages Act, 1948 - Final Notification - Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.II) DEPARTMENT

G.O.Ms.No. 4

Dated.09.01.2012.  
Read the following:

1. G.O.Ms.No.54, Labour, Employment, Training and Factories (Lab.II) Department, dated 22.06.2007 vide Gazette Notification No.418, dated 17.07.2007.
1. G.O.Rt.No.998, Labour, Employment, Training and Factories (Lab.II) Department, dated 17.06.2011.
3. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.N1/13038/2011, dated 02.12.2011.

\*\*\*

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D. SREENIVASULU  
SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores purchase, Andhra Pradesh, Hyderabad for publication in the extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government 1000 copies to the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All Collectors, through Commissioner of Labour, A.P. Hyd.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhawan, New Delhi.

The Secretary to Government, Department of Labour and Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The M (LETFB & ITIs)

The P.S. to Secretary, LET & F Department.

The P.A. to Joint Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

**FINAL NOTIFICATION**

In exercise of the powers conferred by sub-section (1) of Section 3 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Act 11 of 1948) and of all other powers hereunto enabling, the Governor of Andhra Pradesh hereby revises the minimum rates of wages which shall consist of basic wage as specified in Column (3) of the Schedule appended to this notification payable to each category of employees specified in the corresponding entry in Column (2) thereof and employed in the employment in "ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED under clause (M) of SECTION 2 OR a place declared under SECTION 85 OF THE FACTORIES ACT, 1948 OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948" in the State of Andhra Pradesh as the same having been previously published in the Andhra Pradesh Gazette No.427, Part-I Extraordinary, dated 8<sup>th</sup> August, 2011 vide G.O.Rt.No.998, Labour, Employment, Training and Factories (Lab.II) Department, dated 17<sup>th</sup> June, 2011 as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 and after considering the objections / suggestions received.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Andhra Pradesh Gazette.

SCHEDULE  
NAME OF THE EMPLOYMENT

ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED IN clause (M) of SECTION 2 OR a place declared under SECTION 85 OF THE FACTORIES ACT, 1948 OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948

Sl. No	Name of the Category	Basic Wage (Rs)	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2	3	4
1	<b>Highly Skilled- All Engineers</b> - Production Manager / Production Engineer / Project Manager / Works Manager / Maintenance Engineer / Sales Engineer / Foundry Engineer / Plant Engineer / Chemist / Computer Programmer and other similar categories.	10322	12.15
2	<b>Skilled:</b> Lab Technician / Maistry in all traders / Quality Checker / Production Assistant / Field Assistant / Machineman / Asst. Foreman / Welder / Fitter / Carpenter / Machinist / Blacksmith / Mechanic / Electrician, Mason and other similar categories.	8322	9.80
3	<b>Semi-Skilled:</b> Asst. Welder / Asst. Carpenter / Asst. Mechanic / Asst. Electrician / Asst. Machinist / Asst. Painter / Asst. Mason / Asst. Blacksmith / Asst. Turner / Asst. Lathe Operator / Asst. Grinder / Asst. Driller / Asst. Maistry / Gardener and other similar categories.	6822	8.05
4	<b>Unskilled:</b> Helper / Attender / Watchman / Hamali / Ayah and other similar categories	5822	6.85
5	<b>Office Staff:</b>		
i)	Manager	10322	12.15
ii)	Steno / Accountant	6722	7.90
iii)	Clerk / Typist / Cashier	6462	7.60
iv)	<b>Unskilled:</b> Helper / Attender / Watchman / Hamali / Ayah and other similar categories	5822	6.85

## **ANNEXURE**

### **COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 847 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in Consumer Price Index over and above 847 points are specified at Col.No.4 against each category in schedule.

#### **NOTE:-**

- 1) If any category employed in the said employment are left out, they shall not be paid less than the minimum wages fixed in respect of the category of employees doing similar work in other scheduled employments.
- 2) Where piece rate workers are employed in any manufactory, the remuneration paid to each of them for a normal working day shall not be less than the minimum time rate wages fixed for a category of employee in that manufactory doing similar work calculated on the basis of 8 hours a day.
- 3) To arrive at daily rate, the monthly rate shall be divided by 26 which includes the rest day wages.
- 4) Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female employees.
- 5) Where any category of employee is paid higher wages than those specified above, that higher wage should be continued to be paid to that employee.
- 6) **Definitions:-**
  - i) **Highly Skilled:-** The job involves high degree of skill, judgment and capacity to supervise.
  - ii) **Skilled:-** The employee should have skill and capacity to work independently.
  - iii) **Semi –skilled:-** Semi-skilled employee is one who has one year and above experience in the trade to be able to do repetitive work and simple jobs with the help of simple tools or machines.
  - iv) **Un-Skilled:-** An unskilled employee is one who does work that involves the performance of the simple works which require little or no experience. No worker shall be classified as unskilled if he is called upon to operate any machine.

D. SREENIVASULU  
SECRETARY TO GOVERNMENT